

If this is pulled from the consent agenda the following motion would be in order:

## **POSSIBLE MOTION**



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**I MOVE TO** authorize changing the status of employee Larry Bugher from a NECA Lineman Apprentice to a full time equivalent employee and transfer necessary funds from Account 200-600-605 to balance at an annual estimated cost savings of \$13,000.



## Memorandum

July 11, 2011

To: Jim Dinley, Municipal Administrator   
From: Christopher Brewton, Utility Director, Electric Department   
Subject: **National Electrical Contractors Association (NECA) Lineman Apprentice**

I request your approval to establish our present Lineman Apprentice Larry Bugher (Lineman) as a Full Time Equivalent (FTE) and transfer funds from Account No. 200-600-605 IBEW-NECA Temporary Lineman to the appropriate Salaries and Benefits accounts.

Larry has been employed as a NECA Temporary Lineman Apprentice working for the Electric Department since July 13, 2007 and will be 85% complete on his apprenticeship program by June 15 2011. He is scheduled to attend his final classroom portion of the apprenticeship training from January 3-February 25, 2012 and upon completion of this course will be eligible to take the final examination to become a certified journeyman lineman. Larry has expressed his desire to remain with the Electric Department as a full time employee and it would be to everyone's mutual benefit to accommodate his request.

During his apprenticeship program Larry has received consistently high performance evaluations, without incident or injury and is a valuable member of the department's line crew. He is a very talented, hard working individual, and has done an excellent job during his apprenticeship program. As you know, linemen are a difficult position to fill and there are typically more positions available than qualified linemen to fill them.

The IBEW Collective Bargaining Agreement (CBA) directly addresses this issue in Section 8.2(b) which allows any employee hired as a NECA-Temp to be transferred to Probationary or Regular status by the employer. I recommend Larry be transferred to Regular status at 80% of the journeyman lineman wage in accordance with Section 14.3 of the IBEW CBA.

As noted on the attached spread sheet there will be an annual cost savings of approximately \$13,000 with the elimination of the NECA-Temp position. Because a NECA-Temp position does not accrue any vacation or sick leave I recommend establishing the accrual rate of 12.67 hours per month for vacation time and 8 hours per month for sick leave as a starting point. I further recommend Larry be credited with 2 weeks of vacation and 2 weeks of sick leave.

Encl: 1) Cost Analysis – NECA vice FTE  
2) Original FY12 Electric Department Staffing Table  
3) Original FY12 Temporary Employee Schedule  
4) Revised FY12 Electric Department Staffing Table  
5) Revised FY12 Temporary Employee Schedule

Cc: Jay Sweeny, Finance Director  
Mark Danielson, HR Director  
Larry Neisheim, IBEW Shop Steward

# **City & Borough of Sitka FY11 Wage & Benefit Cost Estimates**

April 12, 2011

## **FT Benefited Lineman**

hourly rate	<b>\$40.18</b>	
*vacation	\$2.94	
*health insurance	\$7.35	
PERS	\$8.84	
SBS	\$2.46	
FICA	\$0.58	
worker's comp	\$3.29	
	<b>\$65.65</b>	per hour

**\$136,554.29**  
yearly wage & benefit cost  
(2080 hours)

## **NECA Temporary Lineman**

hourly rate	<b>\$47.15</b>	
benefits	\$23.35	
NEBF	\$1.41	
	<b>\$71.91</b>	per hour

**\$149,582.16**  
yearly wage & benefit cost  
(2080 hours)

\*vacation at 4 years of service, employee & spouse health insurance coverage

<b>NECA Temp</b>	\$149,582.16
<b>City FTE</b>	\$136,554.29
	<b>\$13,027.87 yearly savings</b>

## Jim Dinley

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**From:** Chris Brewton [chrisb@cityofsitka.com]  
**Sent:** Saturday, April 23, 2011 1:09 PM  
**To:** hillhouse@cityofsitka.com; 'Mark Danielson'  
**Cc:** jimdinley@cityofsitka.com; 'Bob Dryden - Sitka'  
**Subject:** FTE Addition - Lineman Apprentice/Journeyman  
**Attachments:** IMG\_0001.pdf

Theresa/Mark,

I have a big request for you. I want to transfer our lineman apprentice from a temporary to FTE position and I request your assistance with the details as this will be a bit complicated and messy.

Larry Bugher is presently employed as a NCEA temp and has been employed with the city for his entire apprenticeship period (\* 3 years)(despite the terms in the CBA that temp positions are limited to 6 months – hence the messy part). He is about 80% complete with his apprenticeship and will be completing that in the near future. He is an excellent member of our team and we want to keep him in town, those are his wishes as well.

Retha has run a cost comparison (attached) between the temp position and the FTE. We will save approximately \$13,000 a year with Larry in a FTE position.

Are there any issues with PERS, vacation/sick accruals, insurance, etc. that we need to address or is this simply bring to the Assembly (with Jim approval of course)?

If you would just provide the answers I will do the leg work.

I will be off-island for the next 3 weeks so not a pressing concern, however, I would like to get this moving as soon as possible.

Thanks...c

Christopher Brewton  
Utility Director, Electric Department  
City & Borough of Sitka  
105 Jarvis Street  
Sitka, Alaska 99835  
Ph: 907-747-1870

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**STAFFING TABLE  
ELECTRIC ENTERPRISE FUND  
FY2012**

Position		Pay Grade	Hourly Rate First ½ Last ½	
1.	Utility Director	42	\$54.07	\$54.07
2.	Generation System Manager	40	\$54.14	\$54.14
3.	T&D System Manager	40	\$49.05	\$49.05
4.	System Engineer	40	\$51.53	\$51.53
5.	Generation Engineer	40	\$52.82	\$52.82
6.	Administrative Assistant	21	\$15.54	\$15.93
7.	Project/Regulatory Administrative Assistant	25	\$23.60	\$24.19
8.	General Foreman	IBEW	\$45.37	\$46.05
9.	Line Foreman	IBEW	\$42.91	\$43.55
10.	Lineman	IBEW	\$40.18	\$40.78
11.	Lineman	IBEW	\$40.18	\$40.78
12.	Warehouseperson	IBEW	\$30.14	\$30.59
13.	Senior Generation Facilities Mechanic	IBEW	\$40.72	\$41.33
14.	Generation Facilities Mechanic	IBEW	\$37.61	\$38.17
15.	Generation Facilities Mechanic	IBEW	\$37.61	\$38.17
16.	Relay/Control Technician	IBEW	\$40.18	\$40.78
17.	Relay/Control Technician	IBEW	\$40.18	\$40.78
18.	Senior Power Plant Operator	IBEW	\$40.18	\$40.78
19.	Power Plant Operator	IBEW	\$37.61	\$38.17
20.	Power Plant Operator	IBEW	\$37.61	\$38.17
21.	Power Plant Operator	IBEW	\$37.61	\$38.17
22.	Power Plant Operator	IBEW	\$37.61	\$38.17
23.	Meter Technician	IBEW	\$40.18	\$39.39
24.	Apprentice Meter Technician	IBEW	\$22.10	\$24.47
25.	Meter Reader	IBEW	\$18.08	\$18.35

The FY 2012 staffing plan is 26 regular employees supplemented by temporary employees as required for capital projects or short-term staffing shortages. The apprentice lineman will complete the program in FY 2013 and will be integrated into a FTE position.

<b>Electric Department - FY12 Temporary/PT Employees</b>	<b>Hours</b>	<b>Rate/Hr</b>	<b>Total Wages</b>	<b>IBEW Benefits</b>
200-600-601 Administration PC Tech	240	\$22.25	\$5,340	
200-600-602 Stores Relief Warehouseman	120	\$15.00	\$1,800	
200-600-603-851 Blue Lake Relief Operators	2,500	\$30.09	\$75,225	
200-600-603-852 Diesel Plant Relief Mechanics	500	\$30.09	\$15,045	
200-600-605 Distribution IBEW-NECA Temp Linemen	2,080	\$45.00	\$93,600	\$42,432
200-600-606 Temp Meter Tech/Reader	100	\$31.50	\$3,150	
Total			<u>\$194,160</u>	

Note: Does not include temporary employees working on capital projects

**REVISED  
STAFFING TABLE  
ELECTRIC ENTERPRISE FUND  
FY2012**

Position		Pay Grade	Hourly Rate First ½ Last ½	
1.	Utility Director	42	\$54.07	\$54.07
2.	Generation System Manager	40	\$54.14	\$54.14
3.	T&D System Manager	40	\$49.05	\$49.05
4.	System Engineer	40	\$51.53	\$51.53
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PC Tech	240	\$22.25	\$5,340	
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Relief Warehouseman	120	\$15.00	\$1,800	
200-600-603-851 Blue Lake				
Relief Operators	2,500	\$30.09	\$75,225	
200-600-603-852 Diesel Plant				
Relief Mechanics	500	\$30.09	\$15,045	
200-600-606				
Temp Meter Tech/Reader	100	\$31.50	\$3,150	
Total			<u>\$100,560</u>	

Note: Does not include temporary employees working on capital projects